

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

STAT HRPS Second Quarter Accomplishments FY 1983

FROM:

 C/HRPS
 1012 Ames

EXTENSION

NO.

DATE

22 April 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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 DD/OP-PA&E
 1006 Ames

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STAT

22 April 1983

MEMORANDUM FOR: DD/OP-PA&E

STAT FROM

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C/HRPS

SUBJECT : HRPS Second Quarter
Accomplishments FY 1983

Standard Estimates and Projections

(10) 1. The standard HRPS Full Time Equivalency (FTE) and strength projection model has been successfully modified to reflect biweekly changes. It is anticipated that the biweekly updates of the model projections will provide more timely data to Directorate and OP Components, and reduce the apparent anomalies of comparing a biweekly report to monthly reports. Interest grew dramatically in this report during the quarter, primarily because OP/SPD began using its projected EOD levels to control component manpower gains. Consequently copies of the biweekly report are now distributed to each Directorate and several special models have been developed for several Agency Offices.

2. FTE and strength projections through FY 1983 have been updated on a biweekly basis for the Agency and Directorates, incorporating the actual gains and losses experienced through each succeeding biweekly period. These updates have incorporated a significant increase in DDA/OC attrition (and corresponding EOD levels).

(11) 3. A detailed textual explanation of a new attrition report was prepared for PSB/SPD. The report is designed to show the amount and percent of attrition for Career Panels and Career Services over a specified period. The report is designed to validate component requirements by monitoring net gains and losses of manpower. The textual explanation was provided to ensure an understanding of the service designation new outflow calculations.

4. The data base used for modeling Agency age distribution flows has now been extracted, formatted, converted into percentages, and entered into the computer. Now budgetary data on strength, occupation, and grade changes can be used to model manpower flows.

Special Projections:

5. The development of the Agency strategic plan was monitored and commented upon. HRPS submissions to the plan during the first quarter were included in abbreviated and modified form.

(12) 6. Prepared the OP adjustment factors for submission to the DDA for inclusion in the DDA Standard Support Requirements (SSR) package for FY 1985. What the factors stipulate are the resources that are needed by OP to support employee increases in other Agency components. An HRPS review of the SSR package, when completed, disclosed that about 75% of requested OP resources were included, and that none of the requested OP recruitment resources were included.

STAT 7. Following discussions with [redacted], an OP retirement consultant, HRPS began to develop data for useful applications of statistical modeling techniques to Agency retirement and manpower flows. Specifically, several approaches are being developed for modeling the manpower impact of several proposed changes in the retirement systems. A memorandum was prepared for [redacted] which provided data and a rationale for recent reductions in the number of Agency retirees. The FY-81/82 Agency population was modeled by age changes to provide data on the implications of the reduced number of retirees.

(5) 8. HRPS completed an effort in modeling a proposed pay schedule, which has now been fully documented in a report for future use. The report, which contains a copy of the Statistical Analysis System (SAS) model as well as a clear text explanation of the model, will be useful in any future efforts to develop variations of the proposed salary schedule.

(13) 9. A study of Agency attrition was completed for the DDCI. The study covered Agency losses for the last 5 1/2 fiscal years for variables including: reason, fiscal year, education, directorate, occupational group, sex, minority status, age, and LCD. Although, much of the data needs to be reviewed in greater detail, the report showed that Agency attrition is less than half the rate for the rest of the Government and has been consistently falling at the rate of about 5% per year.

Plans & Procedures

10. A formula was prepared for PMCD which provided a simple standard methodology for computing grade points and determining average grades. It was PMCD's desire to identify an acceptable methodology to project average grade requirements when dealing with the Office of the Comptroller.

11. The FY 1985 budgetary requirements for HRPS were prepared and sent to DD/OP-PA&E for consolidation into other DD requirements. Included in the budget were increases for training, travel, and consulting activities; and the resources required for an expanded jurimetric program.

14 12. HRPS staff members completed several courses in Hewlett-Packard Basic programming language and the operation of the 9845 system 45 computer. The courses have provided HRPS with enough expertise to develop and modify software programs for our 9845B computer.

Jurimetric Support:

13. A proposal for alternative levels of additional staffing to support an expanded OP jurimetric support to OGC, was prepared for Executive Director approval. The proposal outlined both the costs and benefits of alternative levels of jurimetric support and requested approval with the concurrence of OGC. The proposal was not approved.

15 14. A briefing was prepared and presented to the Director of Personnel and the DDO concerning current HRPS jurimetric efforts.



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